

DISC - PP (DISC Personality Profile)

Report for: Jonathan Williams

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The result below is a summary of Jonathan's unique DISC personality type based on the four main personality factors - Dominance, Influence, Supportiveness, and Conscientiousness.

C Type - The Analyst

Regardless of their field, C types take their craft very seriously. Every step in a task or project is given due attention, and completed with unmatched level of painstaking precision. They almost never leave tasks incomplete or imperfect. Their work pace may lag behind those of others, but in their mind quality work needs sufficient incubation time. They believe in doing things right the first time instead of rushing through tasks just to get them done. C types enjoy challenging the status quo, exploring possibilities, and will settle for nothing less than 110% effort - on their part and that of others.

Wherever we go, we take our personality with us. Sometimes, our personality changes depending on who we are speaking to, the context we find ourselves in, and what we are feeling (stressed vs. calm, sad vs. happy, etc.). Our personality impacts not only how we interact with people, but also how these people respond to us. This makes personality an important part of the job environment - just as important, if not more so, than the skills and abilities we bring to the table.

Personality cannot be described in limiting terms of "right" or "wrong". It's a matter of which combination of traits work best in a specific job setting as well as the existing team and management. For example, a person who is very extroverted and people oriented might find themselves feeling rather stifled in a job environment with little social interaction (like team projects or working directly with the public). Someone who prefers working in a stable job environment with a large degree of routine likely wouldn't be a good fit in a high-pressure, cold-calling sales position. Thus, aside from having the right skills for a job, it's important to also determine whether a person's personality is a right fit as well.

This personality test is based on the original behavioral theories of William Mouton Marston (1928), and the subsequent psychological inventory known as DISC®, first developed by John G. Geier in 1958. The four personality factors that form the basis of this version of the assessment include Dominance, Influence, Supportiveness, and Conscientiousness. Marston believed that nearly everyone possesses each of these four characteristics to varying degrees, creating a unique personality blend with different strengths and challenges.

The results of this assessment will provide you with Jonathan's unique personality type - based on the four main personality factors - along with a profile breakdown that includes the type's Strengths, Challenges, Needs & Motivators, Stressors/Fears, as well as Communication and Decision-making style **in a work setting**. The report also includes practical advice to help bring out the best in him and help him attain his full potential.

Conscientiousness



Supportiveness



Dominance



Influence



Below is a list of traits that are categorized according to the degree to which they are a major component of Jonathan's personality. Stronger traits are those that he displays most often, while dormant traits are those that he displays least often.

<i>Very strong traits</i>	<i>Strong traits</i>	<i>Moderately strong traits</i>	<i>Dormant traits</i>
Good listener	Cooperative	Ambitious	Fear of being rejected
"Big picture" oriented	Agreeable	Challenge-seeking	Bossy/Controlling
Supportive	Assertive	Critical	Charming
Consistent	Cautious		Competitive
Demanding	Decisive		Conflict-avoidant
Determined	Dynamic/Energetic		Compliant
Diligent	Optimistic		Impulsive
Empathetic	Over-analytical		Indifferent toward others
Helpful	Perfectionist		Inflexible
Independent	Persuasive		Charismatic
Knowledge-seeking	Patient		Intimidating
Logical/Rational	People-oriented		Aloof
Loyal	Sociable		Power-seeking
Meticulous	Risk-taker		Progressive
Modest			Easily distracted
Observant			Submissive
Organized			Diplomatic
Proactive			Team-oriented
Questioning			
Results-oriented			
Self-Confident			
Self-Monitored			
Straightforward			
Systematic			
Take-charge			

The following is a breakdown of Jonathan's DISC personality type.

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Strengths

- They excel in quality control
- They have good attention to detail
- Tasks that require a systematic approach or the scientific method are their specialty
- They are careful and methodical planners

Challenges

- They can get bogged down by details at the expense of the big picture
- They tend to set extremely high and sometimes unreasonable standards for themselves and others
- They tend to work more slowly than others

Needs & Motivators

- They prefer a structured work environment with clear rules
- They want opportunities to shine/show off their skill
- They tend to prefer working on their own more than with a group or the public
- They require clear guidelines about expectations, deadlines, and priorities
- They thrive on regular praise for their skills and expertise

Stressors/Fears

- Tight deadlines
- Being rushed
- Change, especially last-minute
- Criticism from others
- Being wrong, making errors, or failing
- Disorganization on the part of others or a general lack of structure in the company
- Tasks/projects that require a great deal of socializing with others
- Lack of information/resources to complete a task
- Conflict, emotionally-charged situations
- Lack of role clarity

Communication Style

- They are not likely to be emotionally expressive or talkative
- They tend to be practical and logical

Profile Strength



Jonathan's type is based on the strength or degree to which he exhibits the traits that characterize it. According to his scores, he fits reasonably well into the type he received. He may not display all of the traits/behaviors of his type, but he does show most of them on a consistent basis.

They dislike small talk

They word things carefully to make sure it comes out right (i.e. accurately)

Decision-making Style

They are careful and methodical decision-makers - they will do their research and weigh the pros and cons of each option

They will choose the most rational, logical, and sensible option. This is a strength in many circumstances, but in situations where there is little information to go on and a decision must be made based on "gut instinct", some C types may be at a disadvantage.

They are often indecisive when it comes to last-minute, high-pressure decisions - they need to be given time to think things through

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Each of the four main DISC factors or types (Dominance, Influence, Supportiveness, and Conscientiousness) is characterized by specific personality traits. Some of these traits are positive, and reflect the strengths of each of the four factors; other traits are clearly or potentially problematic. Keep in mind that the latter traits are not necessarily weaknesses or faults, but could become counterproductive if taken to the extreme. Latent traits are traits that Jonathan does possess but only to a moderate degree and, therefore, can be further developed if he chooses to do so. (Note: Some traits are shared between factors, and therefore, may appear in more than one column).

	<i>Dominance</i>	<i>Influence</i>	<i>Supportiveness</i>	<i>Conscientiousness</i>
Positive traits	Assertive Decisive Determined Dynamic/Energetic Independent Proactive Results-oriented Self-Confident Take-charge	Agreeable Assertive "Big picture" oriented Vigorous Empathetic Flexible Persuasive People-oriented Proactive Sociable	Cooperative Pleasant Good listener Dependable Compassionate Helpful Sympathetic Loyal Patient People-oriented Self-Monitored	Cautious Consistent Diligent Knowledge-seeking Logical/Rational Meticulous Observant Organized Questioning Results-oriented Good self-control Systematic
Negative traits	Demanding Blunt	Over-optimistic	Servile Self-effacing Risk-taker	Over-analytical Perfectionist Risk-taker Blunt
Latent traits	Ambitious Challenge-seeking	No traits fall into this category	No traits fall into this category	No traits fall into this category

Suggestions for Jonathan to help bring out the best in himself

- **Get it in writing.** When tackling a new project, either ask that the specifications (deadlines, resources, etc.) be given to you in writing, or organize a meeting with your manager and take notes.
- **Set a buffer deadline ahead of the real deadline.** This is especially important if you hate time crunches. Allow yourself plenty of extra time to carefully go through a project and ensure that all details have been taken care of.
- **Don't get defensive when receiving feedback.** The goal of criticism from your boss or colleagues, at least most of the time, is to help you improve. So rather than viewing constructive criticism as an insult against your work ethic, see it as an alternative perspective on how to approach a task or a situation. The same goes for situations where someone disagrees with your insights or says that dreaded "you're wrong." Try not to take it personally, even if you've done your research and know for a fact that you're correct. Everyone has a right to his or her own opinion, so strive to be more open-minded - and accept the fact that sometimes, there will be cases when you *are* wrong.
- **Realize that there is no such thing as perfection.** Proofread and run through a project twice, ask someone else to do so, and then let it go. Conscientiousness is important - perfection is unrealistic. If you constantly find yourself tweaking and fixing something, you'll never be done with it, and probably never be happy with it. The same goes for detail orientation. Details are important in a project, but it can't be at the cost of the big picture. Getting a project done well and error-free is essential, but so is handing it on time.
- **Criticize productively.** Rather than pointing out people's errors or being critical of other's work approach, why not come up with user-friendly solutions - like checklists or error-checking software? If you really must offer criticism, strive to use a less defensive approach. For example, instead of saying: "You always make the same mistake on this document despite the fact that I keep pointing it out to you," rephrase it as "I've noticed a lot of people struggling with this part of the document, myself included. Let me show you what I did to prevent this error from happening."
- **Remember Occam's Razor.** Solutions to problems don't always have to be highly elaborate. By all means, conduct all the necessary research and weigh the pros and cons of each possible solution, but realize that sometimes, the best way to deal with a problem is to take the simplest approach.
- **Take an objective approach to last-minute changes.** They can't always be avoided, so it's best to learn to deal with them. Rather than wasting energy on panicking, focus on needs to be done. What aspects of a project does this change impact? Who does this change affect? What do they need to do? What task do you need to take on? In addition, always be prepared for these last-minute scenarios by preparing several Plan Bs. You can't always anticipate what will happen, but C types tend to possess a great deal of foresight, so determine ahead of time what your worst-case scenarios will be and come up with a plan to deal with them.
- **Share your productivity tips.** Your amazing work ethic could set a really good example for others. If you have tips to improve productivity, efficiency, or turnover, share it with others. You can create a tip sheet and email it to everyone or post it on a bulletin board.